

Policy Revisions

School Board Meeting
February 16, 2023





Equity Audit of School Board Policies Purpose

- Ensure each policy aligns, guides, and supports educational equity and the Strategic Plan.
- Specifically identify root causes of disparities.
- Focus on the most marginalized populations to ensure equity for all.
- Uncover and revise policies that thwart the success of historically marginalized groups.
- Dismantle current systems that are barriers to student success.



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Key Teams

- Equity Audit Team
 - Reviews from an equity lens
 - Targeted stakeholder input
- Staff Revision Team
 - Reviews from a staff lens
- Senior Leadership Team
 - Reviews from a leadership lens
- School Board Policy Subcommittee
 - Reviews from a School Board lens
 - Opportunity for public comment



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ACPS Equity Audit of School Board Policies Process





ACPS Equity Audit of School Board Policies Process





Policies and Regulations

- Policy is a basic statement of the intent of the School Board which creates rights and responsibilities for the conduct of the school division's business.
- Regulation is the manner or method of implementation of policy by the Superintendent and staff, subject to change as conditions and/or circumstances may dictate.

Reference: Policy BFC - Policy Adoption



Essential Questions

1. Do the revisions support Equity for All?
 - Who is the policy intended to impact?
 - Who does it impact?
 - Who is adversely impacted?
 - How do we mitigate the adverse impact?
2. Do the revisions align with the Code of Virginia?
3. Do the revisions improve Systemic Alignment?



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Draft Revisions

All Policies and Regulations

- Removed gender affirming terms
- Replaced parent with parent/guardian
- Reduced the use of 'shall' per VSBA model policy changes
- Added breadcrumbs to other policies
- Rewording and reformatting to improve readability
- Aligned content with VSBA model policies and the Code of Virginia

Details of revisions are in the comments on the draft policies.



Draft Revisions

BDDG - Minutes

- Policy language regarding posting minutes within 7 days of approval added to reflect enactment of Va. Code § 2.2-3707.2 by HB 150
- Policy language changing “recorded” to “taken” based on amendment to Va. Code § 2.2-3707 by HB 444 which has a delayed effective date of September 1, 2022.

BHB - School Board Member In-Service Activities

- 5-year review
- Reorganized to align with the VSBA model policy
- Clarified that board members may attend one national convention per term.

Details of revisions are in the comments on the draft policies.



Draft Revisions

CBCA - Disclosure Statement Required for Superintendent

- 5-year review
- Policy updated to align with the VSBA model policy and the Code of Virginia
- Standard Changes
- Added a clause that requires the Superintendent to promptly inform the Board Chair of personal interest or other changes that will require disclosure with the next filing.
 - NOTE: BBFA will be amended with this same requirement

Details of revisions are in the comments on the draft policies.



Draft Revisions

IE - Minute of Silence

- 5-year review
- VSBA model policy alignment
- Added equitable practices
- Updated to reflect requirements of Legal Reference

IEA - Pledge of Allegiance

- 5-year review
- Standard changes
- Alignment with the VSBA Model Policy
- Addition of more equitable practices

Details of revisions are in the comments on the draft policies.



RESULTS-DRIVEN

Equity Audit of School Board Policies

Target

The ACPS Board will review for equity and adopt at least 100 policies during the 2022-23 School Year.

[ACPS Policy Dashboard](#)

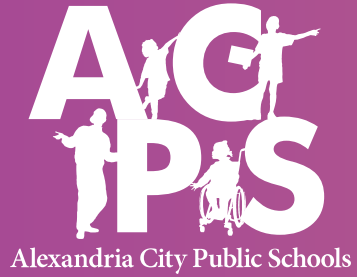
Milestone	Completed
Standard Changes	123
Equity Review	99
Policy Team Review	61
Leadership Review	52
SB Policy Subcommittee Review	48
Board Information	38
Board Adoption	28



Next Steps

Proposed revisions are scheduled for adoption on March 2, 2023 via the consent calendar.





Questions?

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Acting Superintendent
Dr. Melanie Kay-Wyatt

School Board
Meagan L. Alderton, Chair
Jacinta Greene, Vice Chair

Abdel-Rahman Elnoubi
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Christopher Harris

Ashley Simpson Baird, Policy Subcommittee
Kelly Carmichael Booz, Policy Subcommittee

Tammy Ignacio, Equity Audit Team
Michelle Rief, Equity Audit Team